



# Decatur Public Schools

*Educating for Success*

## PRINCIPAL BONUS

### QUALIFICATION CRITERIA & RUBRIC

DPS has collaborated to develop a performance-based bonus system for principals and administrative support personnel for the purpose of rewarding high-level performance and creating incentives for schools and their leaders to improve their performance in various areas aligned with overall school improvement.

MEASURABLE GROWTH	3 POINTS	2 POINTS	1 POINT
<b>5 Essentials Survey Participation</b>	<ul style="list-style-type: none"> <li>95-100% of students</li> <li>95-100% of teachers</li> <li>At least 4 avg. levels</li> </ul>	<ul style="list-style-type: none"> <li>85-94% of students</li> <li>85-94% of teachers</li> <li>At least 3 avg. levels</li> </ul>	<ul style="list-style-type: none"> <li>75-84% of students</li> <li>75-84% of teachers</li> <li>At least 2 avg. levels</li> </ul>
<b>Staff Retention from First Day of School to Last Day of School</b> <i>(Includes long-term substitutes)</i>	90-100% of positions filled	80-89% of positions filled	70-79% of positions filled
<b>Student Discipline</b>	<ul style="list-style-type: none"> <li>10%↓ in total incidents</li> <li>10%↓ in incidents in the highest sub-group</li> </ul>	<ul style="list-style-type: none"> <li>10%↓ in total incidents</li> <li>5%↓ in incidents in the highest sub-group</li> </ul>	<ul style="list-style-type: none"> <li>10%↓ in total incidents</li> </ul>
<b>School Designations</b>	Commendable or Exemplary (4 points)	No more than two sub-groups designated as Underperforming	School advances from Lowest Performing to Underperforming
<b>Student Growth Based on 50th Percentile Growth Targets Set for All Grades PreK-12</b>	90-100% of Student Growth Targets Met	80-89% of Student Growth Targets Met	70-79% of Student Growth Targets Met

### PRINCIPAL EVALUATION FACTORS

<b>Professional Practice</b>	<b>Distinguished</b> 50% Addition	<b>Proficient</b> 0% Addition or Reduction	<b>Basic</b> 25% Reduction	<b>Needs Improvement</b> 50% Reduction
<b>Overall Rating</b>	<b>Excellent</b> 50% Addition to Principal Bonus	<b>Proficient</b> 0% Addition or Reduction to Principal Bonus	<b>Needs Improvement</b> 25% Reduction to School Bonus	<b>Unsatisfactory</b> 50% Reduction to School Bonus

**FINAL DECISION AND APPROVAL FOR EACH PRINCIPAL BONUS WILL BE MADE BY DPS EXECUTIVE CABINET**